

## News Release National Labor Relations Board Office of the General Counsel

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**Contact:** 

Office of Public Affairs 202-273-1991 publicinfo@nlrb.gov www.nlrb.gov

## Acting General Counsel builds on initiative seeking real-time remedies for serious violations during organizing campaigns

NLRB Acting General Counsel Lafe Solomon today announced <u>an initiative to systematically</u> <u>seek appropriate remedies</u> in response to serious unfair labor practices committed by employers during the course of an initial union organizing campaign.

Today's announcement builds on an <u>initiative</u> announced on September 30, which strengthened and streamlined the Agency's response to charges of unlawful discharges during organizing campaigns.

"In such cases, the discharges are often accompanied by other serious unfair labor practices such as threats, solicitation of grievances, promises or grants of benefits, interrogations and surveillance," the Acting General Counsel wrote in a memo to the regional offices. "These additional unfair labor practices also have a serious impact on employee free choice, as they inhibit employees from engaging in union activity and dry up channels of communication between employees."

In such cases, remedies should be crafted to "recreate an atmosphere that allows employees to fully utilize their statutory right to exercise their free choice." The memo authorizes regional offices to include in complaints, and in petitions seeking temporary injunctions from federal courts, appropriate remedies such as a reading of the Board's remedial notice, or allowing union access to workplace bulletin boards and providing names and addresses of employees.

"I believe that these remedies will further the important goal of ensuring employee freedom of choice with regard to unionization and restore the status quo where an employer has committed serious unfair labor practices in response to an organizing campaign," Acting General Counsel Solomon wrote

The National Labor Relations Board is an independent federal agency vested with the authority to safeguard employees' rights to organize and to determine whether to have a union as their collective bargaining representative, and to prevent and remedy unfair labor practices committed by private sector employers and unions.

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